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TELECOMMUNICATIONS SYSTEMS/EQUIPMENT MAINTENANCE CAREFR LADDER --ETC(U)
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OCCUPATIONAL SURVEY REPORT

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6 TELECOMMUNICATIONS SYSTEMS/EQUIPMENT MAINTENANCE
CAREER LADDER

AFSCs 30632, 30652, 30672, and 30692

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TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
PREFACE -----	3
SUMMARY OF RESULTS -----	4
INTRODUCTION -----	5
INVENTORY DEVELOPMENT AND ADMINISTRATION -----	5
CAREER LADDER STRUCTURE -----	8
ANALYSIS OF DAFSC GROUPS -----	13
COMPARISON OF CAREER LADDER DOCUMENTS TO SURVEY DATA -----	21
ANALYSIS OF TASK DIFFICULTY -----	23
ANALYSIS OF CONUS/OVERSEAS GROUPS -----	26
EQUIPMENT USAGE BY FIRST ENLISTMENT PERSONNEL -----	28
JOB SATISFACTION DATA -----	30
COMPARISON OF CURRENT SURVEY TO 1973 SURVEY -----	32
DISCUSSION -----	34
APPENDIX A -----	35

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Telecommunications Systems/Equipment Maintenance career ladder (AFSCs 30632, 30652, 30672, and 30692). This project was directed by USAF Program Technical Training, Volume 2, dated October 1976. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Capt Thomas E. Ulrich, Inventory Development Specialist. Mr. Harry G. Lawrence analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Walter F. Kasper, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Lackland AFB, Texas, 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

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SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were administered to incumbents during the period March through July 1977. Survey results are based on responses from 1,210 respondents. This represents 69 percent of the 1,755 assigned personnel.
2. Career Ladder Structure: Nine major groups of jobs were identified within the career ladder. Sixty-six percent of the respondents grouped as telecommunications systems/equipment maintainers. Other groups identified related to supervision functions, technical school instructors, engineering and installation (E&I) installers, controllers, or depot overhaul repairmen.
3. Career Ladder Progression: Five-skill level respondents spend the majority of their time on teletype maintenance repair. At the 7-skill level, members generally fill the jobs of shop NCOIC or quality control, but also perform the tasks of teletype maintenance repairman. Nine-skill level members are primarily maintenance superintendents or are involved with administrative or cryptographic management functions.
4. Career Ladder Documents: Overall, the AFR 39-1 specialty descriptions were found to be accurate descriptions of the jobs currently being performed by personnel in the field. However, the paragraph covering installation of equipment could be expanded to specifically reference Engineering and Installation (E&I) team functions. All items listed in the Specialty Training Standard (STS) were also substantiated by the survey data. However, several items of equipment being maintained by career ladder members were not listed.
5. Findings: Overall, this career ladder appears to be a very homogeneous one, with the majority of incumbents performing one basic job as telecommunications equipment repairmen. However, incumbents work on a wide variety of equipment depending on their base of assignment. No major problems are apparent and present career ladder documents (AFR 39-1, STS, etc.) appear realistic.

OCCUPATIONAL SURVEY REPORT
TELECOMMUNICATIONS SYSTEMS/EQUIPMENT MAINTENANCE
CAREER LADDER
(AFSCs 30632, 30652, 30672, 30692)

INTRODUCTION

This is a report of an occupational survey of the Telecommunications Systems/Equipment Maintenance career ladder (AFSCs 30632, 30652, 30672, and 30692) which was completed by the Occupational Survey Branch, USAF Occupational Measurement Center, in February 1978. The previous occupational survey of this career ladder was published in June 1973.

At the time of the last occupational survey in 1973, the career ladder was titled Communications and Relay Center Equipment Repairman, Electro-Mechanical (AFSC 363X0). In October 1976, it was changed to its present title and AFSC of 306X2. Career ladder members are primarily assigned to the Air Force Communications Service (AFCS), with small percentages also assigned to USAF Security Service, and other commands. The work performed is primarily that of maintaining teletype and cryptographic devices of various kinds.

The basic school for this AFSC is a Category A school located at Sheppard AFB and is 99 days in length. This includes a 37-day section of self-paced electronics principles and 62 days related to general training and equipment-related training on AN/FGC-25 and M-28 ASR teletypewriters.

An electronic principles occupational survey report for this AFSC (AFPT 90-306-222) was published in September 1977.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-363-267. The task list developed for the 1973 study of this career ladder served as the basis for the new task inventory. The previous task list was expanded and refined through a thorough research of publications and directives and personal interviews with 37 subject-matter specialists at six bases. Written reviews of the task list by 82 experienced incumbents in the Telecommunications Systems/Equipment Maintenance career ladder led to final development of the survey instrument which consisted of 356 tasks grouped under 17 duty headings.

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During the period March through July 1977, consolidated base personnel offices in operational units worldwide administered the inventory booklets to job incumbents holding 306X2 DAFSCs. Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladder as of October 1977. Also reflected is the distribution by major commands of respondents in the final survey sample. The 1,210 respondents in the final survey sample represent 69 percent of the total AFSC population of 1,755 members. Care was taken to insure that major functions within the career ladder were as adequately sampled as possible.

TABLE 1
COMMAND REPRESENTATION OF SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
AFCS	74	65
USAFSS	14	11
ATC	4	6
TAC	2	4
USAFE	2	3
SAC	2	1
AFSC	1	6
OTHER	<u>1</u>	<u>4</u>
	100	100

TOTAL ASSIGNED - 1,755
TOTAL SAMPLE - 1,210
PERCENT OF ASSIGNED - 69%

CAREER LADDER STRUCTURE

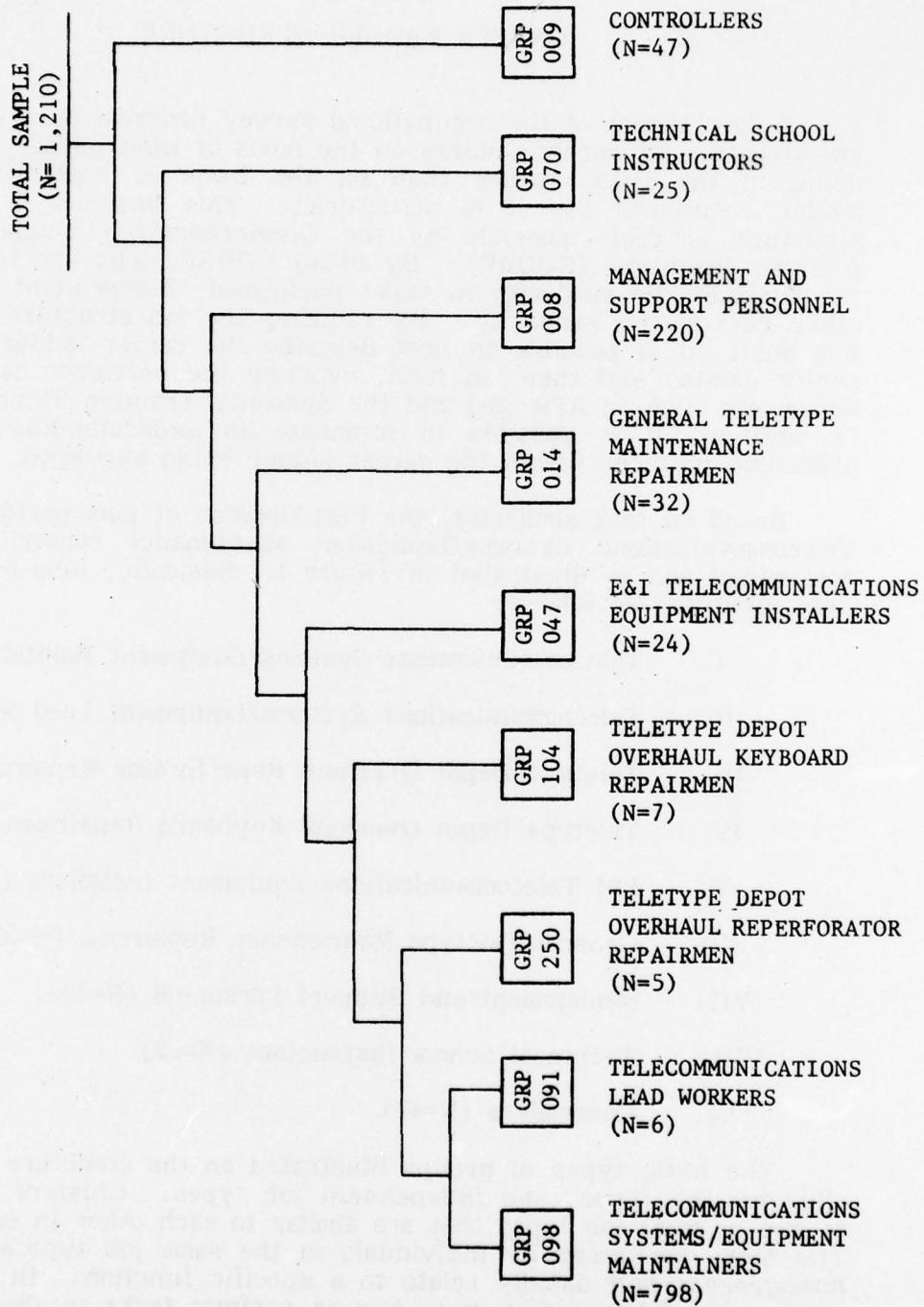
A key aspect of the occupational survey program is to examine the job structure of career ladders on the basis of what people are actually doing in the field, rather than on the basis of how official career ladder documents say it is structured. This analysis of actual job structure is made possible by the Comprehensive Occupational Data Analysis Programs (CODAP). By using CODAP, jobs are identified on the basis of the similarity in tasks performed, independent of AFSC or other background similarity. By utilizing the job structure as a starting point, it is possible to first describe the career ladder as it presently exists, and then, in turn, evaluate the pertinent career ladder documents such as AFR 39-1 and the Specialty Training Standard (STS). In addition, it is possible to formulate an understanding of current utilization patterns within the career ladder being surveyed.

Based on task similarity, the best division of jobs performed in the Telecommunications Systems/Equipment Maintenance career ladder was determined and is illustrated in Figure 1. Basically, nine major groups were identified as follows:

- I. Telecommunications Systems/Equipment Maintainers (N=798)
- II. Telecommunications Systems/Equipment Lead Workers (N=6)
- III. Teletype Depot Overhaul Reperforator Repairmen (N=5)
- IV. Teletype Depot Overhaul Keyboard Repairmen (N=7)
- V. E&I Telecommunications Equipment Installers (N=24)
- VI. General Teletype Maintenance Repairmen (N=32)
- VII. Management and Support Personnel (N=220)
- VIII. Technical School Instructors (N=25)
- IX. Controllers (N=47)

The basic types of groups illustrated on the structure diagram are clusters, job types, and independent job types. Clusters are made up of two or more job types that are similar to each other in some respect. The tasks performed by individuals in the same job type are relatively homogeneous and usually relate to a specific function. In some cases, members in different job type groups perform tasks in the same duties but may differ significantly in which tasks are performed, the total number of tasks performed, and the amount of time spent on each task. Independent job types are those where the tasks performed do not overlap to a significant degree with any other job type. Of the 1,210 respondents in the total sample, 96 percent fell into the nine major clusters and job types shown in Figure 1. The remaining four percent

FIGURE 1
TELECOMMUNICATIONS SYSTEMS/EQUIPMENT MAINTENANCE CAREER LADDER STRUCTURE
AFSC 306X2



failed to group with any other respondents. These latter individuals are called "isolates" and were found to be performing an assortment of unique tasks.

Group Descriptions

Brief descriptions of the nine major groups which encompass the Telecommunications Systems/Equipment Maintenance career ladder are given below. Complete summaries of representative tasks and background information for these groups can be found in Appendix A. The GRP numbers used in conjunction with each group in the narrative and Appendix A are references to computer listing information (EXTRACT) forwarded to some users for additional analysis in support of classification or training decisions.

I. Telecommunications Systems/Equipment Maintainers (GRP098). These 798 members comprise the single largest group in the career ladder structure (66 percent of the sample). Eighty-five percent hold a 3- or 5-skill level DAFSC, with a little over half the members being in their first enlistment. Members generally refer to themselves as teletype maintenance repairmen. Tasks commonly performed relate to maintaining, inspecting, isolating or analyzing malfunctions, cleaning, adjusting, or disassembling a variety of equipment such as printers, perforators and reperforators, range finders, and teletypewriters. Only a small amount of equipment specialization was noted. Members tend to work on several pieces of teletype equipment, depending on what equipment is located at their base of assignment. This could vary from the M-28 ASR and KSR (both high level and low level), Kleinschmidt ASR and KSR (both high level and low level), and KL-7 off-line cryptographic equipment. Thus, any equipment specialization that did occur was more a function of location than anything else.

II. Telecommunications Systems/Equipment Lead Workers (GRP091). The six respondents in this small group are primarily supervisory personnel who also spend 44 percent of their time on technical tasks. Eighty-three percent indicate they are Assistant Shop NCOICs or Shop NCOICs. Supervisory tasks commonly performed by this group are implement, follow-up, or conduct OJT; supervise Telecommunications Systems/Equipment Specialists (AFSC 30632 and 30652); counsel personnel; and plan safety training. Technical tasks performed are similar to those performed by Group I.

III. Teletype Depot Overhaul Reperforator Repairmen (GRP250). This small group of five airmen work in depots primarily overhauling teletypewriters. All are in their first enlistment, with an average time in service of 27 months. None of the members are supervisors. Tasks frequently performed relate to inspecting, rebuilding, overhauling, adjusting, cleaning, and disassembling perforators and reperforators.

IV. Teletype Depot Overhaul Keyboard Repairmen (GRPI04). This small group of seven airmen are primarily assigned to a teletype over-

haul depot and specialize in keyboard maintenance. Tasks commonly performed by this group are removing, installing, cleaning, adjusting, and isolating malfunctions on keyboards.

V. E&I Telecommunications Equipment Installers (GRP014). These 24 airmen are primarily assigned to E&I teams. Tasks primarily performed by this group include loading, unloading, and packing telecommunications equipment; installing or removing conduits or ducting, straps, or wiring; assembling, checking, and testing major components; and acting as augmentees for installation teams.

VI. General Teletype Maintenance Repairmen (GRP047). These 32 respondents are primarily 3- and 5-skill levels who are in their first enlistment. This group differs from Group I in that these members perform fewer and generally less difficult tasks. While members of Group I perform maintenance on printers, perforators and reperforators, and range finders, these 32 members are involved primarily with printer maintenance. In addition, almost 75 percent have been in their present job for less than one year. As to job interest, over 50 percent of the members find the job dull or so-so.

VII. Management and Support Personnel (GRP008) - This complex, somewhat heterogeneous group of 220 members perform a variety of jobs which involve management and support functions. The eight job types identified within this overall cluster are:

- a. Quality Control Personnel (GRPI69)
- b. Shop NCOICs (GRPI56)
- c. Maintenance Superintendents (GRP200)
- d. Maintenance Controllers (GRPI27)
- e. Technical Training Supervisors (GRPI38)
- f. Maintenance Plans and Scheduling Personnel (GRP090)
- g. Job Controller Personnel (GRPI47)
- h. Maintenance Management Office Personnel (GRPII9)

Tasks commonly performed by this group ranged from standard administration tasks such as drafting and reviewing correspondence, maintenance planning, reviewing maintenance plans or data, supervising personnel, and inspecting both facilities, plans, and personnel to implementing follow-up on training programs. Only 10 percent of their time was spent on technical tasks.

VIII. Technical School Instructors (GRP070). This group of 25 resident technical school instructors are primarily assigned to ATC.

Most tasks performed are either directly related to training or to maintaining motors, electrical and electronic components related to the training environment. Typical training tasks performed are conducting formal technical training courses (ATC or other), preparing lesson plans, administering or scoring oral or written tests, and other related training tasks. Technical tasks performed were operating oscilloscopes, vacuum-tube voltmeters, and other types of electronic equipment.

IX. Controllers (GRP009). This group of 47 respondents is comprised of 5- and 7-skill level personnel. On the average, members perform less than 10 tasks. Most of these tasks involve performing job controller and navigational aids/communications management office (NCMO) functions, preparing or processing job control logs or base/transient job control number register forms, and assigning maintenance priorities. Job interest is generally lower than other groups, with 49 percent of the members indicating that their job is dull or so-so. In addition, 57 percent felt their training wasn't being utilized effectively.

ANALYSIS OF DAFSC GROUPS

From the analysis of the career ladder structure, it was determined that the career ladder is quite homogeneous in that 66 percent of the respondents fall into one basic job group. As a result, it is expected that this trend should also be noted across DAFSC groups. Thus, a comprehensive review of tasks performed and background data across DAFSC groups was made to determine if indeed this was the case. In addition, this review aids in the analysis of career ladder documents, such as the AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS).

Table 2 reflects the percent time spent by skill level groups on the duties listed in the job inventory. Over 75 percent of the 5-skill level respondents indicated that they spend the majority of their time in the job of teletype maintenance repairman. Tasks performed by the 5-skill level have a considerable range of difficulty, from menial tasks such as cleaning and mopping or performing extra squadron and base duties to more complex tasks such as isolating or analyzing malfunctions within printers, teletypewriters, keyboards, and perforators or reperforators. Other tasks commonly performed involve cleaning, inspecting, and removing or installing printer keyboard, reperforator, and transmitter distribution mechanisms. Seventy-seven percent of their total job time is spent on technical tasks.

Basically, the 5-skill level group perform very similar tasks on a variety of different systems and equipment. Of the 356 tasks in the inventory, 79 tasks (or 22 percent) comprise 50 percent of the total job time. Of these 79 tasks, those tasks performed by 75 percent or more of the 5-skill level members are listed in Table 3.

At the 7-skill level, a distinct change occurs. This group is more heterogeneous in terms of jobs performed. While many 7-skill levels still perform as teletype maintenance repairmen, they display a broader job by becoming more involved as shop NCOICs and quality control personnel. Time spent on technical tasks drops from 77 percent at the 5-skill level to 36 percent at the 7-skill level. Common tasks now become reviewing and drafting correspondence, reviewing maintenance data forms and reports, and inspecting facilities, equipment, or procedures. Counselling and orienting personnel, writing performance reports, and evaluating subordinates also predominate. Table 4 lists those tasks which best differentiate between the 5- and 7-skill level groups.

Of the 356 tasks in the inventory, 66 tasks (or 18 percent) make up 50 percent of the 7-skill level's total job time. Those tasks performed by 60 percent or more of the 7-level respondents are listed in Table 5.

The tasks performed by the 30692 group are more homogeneous than either of the other skill level groups. The 35 members of this

group spend 50 percent of their time on only 30 (eight percent) of the 356 tasks in the inventory. The 14 tasks performed by more than 80 percent of the respondents of this group are listed in Table 6. All 14 of these tasks are in supervisory or administrative duties, which is indicative of 9-skill level work. Other representative tasks performed by the 30692 group are drafting, analyzing, and reviewing correspondence; interpreting, drafting, or reviewing policies or directives; evaluating work performance and preparing performance reports; and counselling and orienting personnel. More than 51 percent of this group indicated they spent the majority of their time working as maintenance superintendents.

Table 7 reflects the 15 tasks which best differentiate the 7- and 9-skill level groups. Most of the tasks performed by larger numbers of 9-skill level respondents are managerial and supervisory.

TABLE 2

PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

<u>SUPERVISORY DUTIES</u>	TOTAL		DAFSC 30692 (N=35)
	SAMPLE (N=1210)	DAFSC 30652 (N=810)	
A PLANNING AND ORGANIZING	5	3	12
B DIRECTING AND IMPLEMENTING	7	5	13
C EVALUATING AND INSPECTING	6	3	14
D TRAINING	4	4	8
SUBTOTAL	22	15	47
<u>ADMINISTRATIVE DUTIES</u>			78
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	10	8	18
SUBTOTAL	10	8	17
<u>PRIMARY TECHNICAL DUTIES</u>			18
F INSTALLING COMMUNICATIONS EQUIPMENT	3	3	3
G OPERATING TEST EQUIPMENT	3	3	2
H MAINTAINING TELETYPE/PEWTER KEYBOARDS	8	9	4
I MAINTAINING PRINTERS	14	16	6
J MAINTAINING PERFORATORS AND REPERFORATORS	11	13	6
K MAINTAINING TRANSMITTER DISTRIBUTORS AND TAPE READERS	7	8	3
L MAINTAINING OFF-LINE CRYPTOGRAPHIC SYSTEMS	2	3	2
M MAINTAINING SPECIALIZED EQUIPMENT	1	1	1
N MAINTAINING MOTORS, ELECTRICAL, AND ELECTRONIC COMPONENTS	11	13	6
O PERFORMING MAINTENANCE ON CABINETS AND RACKS	3	3	1
P PERFORMING TELECOMMUNICATIONS EQUIPMENT OPERATOR TASKS	-	-	-
Q MAINTAINING FACILITIES, EQUIPMENT, AND WORK AREAS	5	5	3
SUBTOTAL	68	77	36
GRAND TOTAL	100	100	100

TABLE 3
TASKS PERFORMED BY 75 PERCENT OR MORE OF 30652 PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
H3 ISOLATE OR ANALYZE MALFUNCTIONS WITHIN TELETYPEWRITER KEYBOARDS	80
I2 ISOLATE OR ANALYZE MALFUNCTIONS WITHIN PRINTERS	79
I1 INSPECT PRINTER MECHANISMS OR ASSEMBLIES	79
I23 REMOVE, INSTALL, CLEAN, OR ADJUST SELECTOR MAGNET ASSEMBLIES	79
I16 REMOVE, INSTALL, CLEAN, OR ADJUST PRINTER SHAFTS, GEARS, OR CLUTCHES	79
H2 INSPECT KEYBOARD MECHANISMS OR ASSEMBLIES	79
I15 REMOVE, INSTALL, CLEAN, OR ADJUST PRINTER SELECTOR UNITS	78
I21 REMOVE, INSTALL, CLEAN, OR ADJUST RANGEFINDER MECHANISMS	78
I4 REMOVE, INSTALL, CLEAN, OR ADJUST CARRIAGE FEED AND RETURN MECHANISMS	78
I9 REMOVE, INSTALL, CLEAN, OR ADJUST LINE FEED MECHANISMS	78
H9 REMOVE, INSTALL, CLEAN, OR ADJUST KEYBOARD CLUTCHES OR GEAR ASSEMBLIES	77
H16 REMOVE, INSTALL, OR CLEAN KEY TOPS OF KEY LEVERS	77
I7 REMOVE, INSTALL, CLEAN, OR ADJUST FUNCTION MECHANISMS	77
H4 PERFORM FINAL ADJUSTMENTS ON TELETYPEWRITER KEYBOARDS	77
I20 REMOVE, INSTALL, CLEAN OR ADJUST PRINTING TYPE BOXES OR TYPE PALLETS	77
J1 INSPECT REPERFORATOR MECHANISMS OR ASSEMBLIES	76
J2 ISOLATE OR ANALYZE MALFUNCTIONS WITHIN REPERFORATORS	76
I24 REMOVE, INSTALL, CLEAN, OR ADJUST SPACING MECHANISMS	76
I5 REMOVE, INSTALL, CLEAN, OR ADJUST DRAW WIRE ROPE MECHANISMS	76
I11 REMOVE, INSTALL, CLEAN OR ADJUST PLATENS	75
I6 REMOVE, INSTALL, CLEAN, OR ADJUST FRONT PLATE HORIZONTAL POSITIONING MECHANISMS	75
N3 INSPECT MOTORS	75

TABLE 4
TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN 5- AND 7-SKILL 306X2 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASK</u>	<u>DAFSC 30652</u>	<u>DAFSC 30672</u>	<u>DIFFERENCE</u>
04 REMOVE, INSTALL, OR CLEAN TELETYPEWRITER CABINET HOODS, PANELS, DOORS, OR COVERS	72	32	+40
03 REMOVE, INSTALL, CLEAN, OR INSPECT CABINET LAMPS, COVER WINDOWS, OR LENSES	71	32	+39
15 REMOVE, INSTALL, CLEAN, OR ADJUST DRAW WIRE ROPE MECHANISMS	76	37	+38
16 REMOVE, INSTALL, CLEAN, OR ADJUST FRONT PLATE HORIZONTAL POSITIONING MECHANISMS	75	36	+38
C20 REVIEW CORRESPONDENCE, MESSAGES, OR REPORTS	21	67	-46
E3 DRAFT WRITTEN CORRESPONDENCE SUCH AS LETTERS OR MEMOS	19	64	-45
A1 ANALYZE REPORTS TO DETERMINE METHODS FOR IMPROVING PROCEDURES	12	56	-44
C17 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	27	69	-42
B18 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR OTHER PERSONNEL	16	57	-41
B5 COUNSEL PERSONNEL ON WORK PERFORMANCE OR INDIVIDUAL PROBLEMS	29	68	-39
D16 MAINTAIN INDIVIDUAL TRAINING RECORDS	27	66	-39

TABLE 5
TASKS PERFORMED BY 60 PERCENT OR MORE OF 30672 PERSONNEL

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B3 CONDUCT OR ATTEND POLICY OR SHOP MEETINGS	69
C17 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	69
B19 ORIENT NEWLY ASSIGNED PERSONNEL	69
B5 COUNSEL PERSONNEL ON WORK PERFORMANCE OR INDIVIDUAL PROBLEMS	68
C20 REVIEW CORRESPONDENCE, MESSAGES, OR REPORTS	67
D16 MAINTAIN INDIVIDUAL TRAINING RECORDS	66
C7 INSPECT FACILITIES, EQUIPMENT, OR PROCEDURES USING SELF-INSPECTION GUIDES OR CHECKLISTS	65
E3 DRAFT WRITTEN CORRESPONDENCE SUCH AS LETTERS OR MEMOS	64
C21 REVIEW MAINTENANCE DATA COLLECTION FORMS OR DATA	64
C5 EVALUATE WORK PERFORMANCE OF SUBORDINATES	64
C24 REVIEW OR FOLLOW UP ON INSPECTION REPORTS	63

TABLE 6
TASKS PERFORMED BY 80 PERCENT OR MORE OF 30692 PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
E3 DRAFT WRITTEN CORRESPONDENCE SUCH AS LETTERS OR MEMOS	94
B18 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR OTHER PERSONNEL	94
C17 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	89
A1 ANALYZE REPORTS TO DETERMINE METHODS FOR IMPROVING PROCEDURES	89
C20 REVIEW CORRESPONDENCE, MESSAGES, OR REPORTS	89
C5 EVALUATE WORK PERFORMANCE OF SUBORDINATES	86
C24 REVIEW OR FOLLOW UP ON INSPECTION REPORTS	86
B5 COUNSEL PERSONNEL ON WORK PERFORMANCE OR INDIVIDUAL PROBLEMS	86
B3 CONDUCT OR ATTEND POLICY OR SHOP MEETINGS	86
E1 DRAFT MESSAGES	83
B17 INITIATE PERSONNEL ACTIONS SUCH AS POSITION REALIGNMENT OR REPORTING OFFICIAL CHANGES	83
B19 ORIENT NEWLY ASSIGNED PERSONNEL	83
C18 PREPARE OR REVIEW AWARDS OR CITATIONS	83
A9 DRAFT OR UPDATE LOCAL POLICY DIRECTIVES OR MAINTENANCE OPERATING INSTRUCTIONS	80

TABLE 7
TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN 7- AND 9-SKILL 306X2 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASK</u>	<u>DAFSC 30672</u>	<u>DAFSC 30692</u>	<u>DIFFERENCE</u>
I1 INSPECT PRINTER MECHANISMS OR ASSEMBLIES	57	6	+51
H2 INSPECT KEYBOARD MECHANISMS OR ASSEMBLIES	55	6	+49
I2 ISOLATE OR ANALYZE MALFUNCTIONS WITHIN PRINTERS	51	3	+48
H3 ISOLATE OR ANALYZE MALFUNCTIONS WITHIN TELETYPEWRITER KEYBOARDS	51	3	+48
N3 INSPECT MOTORS	51	3	+48
J1 INSPECT REPERFORATOR MECHANISMS OR ASSEMBLIES	52	5	+47
 C18 PREPARE OR REVIEW AWARDS OR CITATIONS	27	82	-55
A14 ESTIMATE PERSONNEL REQUIREMENTS	25	77	-22
C3 EVALUATE COMPLIANCE WITH SECURITY REQUIREMENTS SUCH AS COMMUNICATIONS SECURITY (COMSEC)	23	69	-46
B17 INITIATE PERSONNEL ACTIONS SUCH AS POSITION REALIGNMENT OR REPORTING OFFICIAL CHANGES	38	83	-45
EVALUATE AIR FORCE SUGGESTIONS	24	69	-45
B6 DIRECT ADMINISTRATIVE ACTIVITIES	25	69	-43
A6 DRAFT BUDGET REQUIREMENTS	15	57	-42
C2 EVALUATE ALERT OR EMERGENCY PROCEDURES	15	57	-42
A9 DRAFT OR UPDATE LOCAL POLICY DIRECTIVES OR MAINTENANCE OPERATING INSTRUCTIONS	38	80	-42

COMPARISON OF CAREER LADDER DOCUMENTS TO SURVEY DATA

AFR 39-1 Specialty Descriptions

The AFR 39-1 specialty descriptions for AFSC 306X2 were compared against the survey data. In general, the job descriptions were accurate in portraying the jobs currently being performed by personnel in the field. However, the paragraph covering installation of equipment does not specifically reference Engineering and Installation (E&I) team functions. This paragraph should be reviewed for possible expansion during the next revision of AFR 39-1.

Specialty Training Standard (STS)

The current STS for AFSC 306X2, dated December 1976, covers the primary duties and tasks performed by the Telecommunications Systems/ Equipment Maintenance specialist and technician. STS paragraphs containing general information common to most Air Force specialties or having only subject knowledge proficiency level requirements were not evaluated. Each of the STS subparagraphs containing task knowledge and performance requirements were evaluated in terms of members performing related tasks.

Overall, all items currently listed in the STS were substantiated by the survey data. However, several items of equipment being maintained by career ladder members could not be found in the STS. These items are listed in Table 8. A review of these equipment items should be made for possible inclusion in the STS.

TABLE 8

ITEMS OF EQUIPMENT USED OR MAINTAINED BY 306X2 RESPONDENTS
 WHICH ARE NOT COVERED BY THE STS
 (PERCENT MEMBERS PERFORMING)

	DAFSC 30632 <u>(N=81)</u>	DAFSC 30652 <u>(N=810)</u>	DAFSC 30672 <u>(N=258)</u>
<u>Test Equipment</u>			
Audio Signal Generator	10	12	7
Distortion Generator	48	49	40
Stroboscope	36	26	23
<u>Teletype Equipment</u>			
Mode V	2	10	9
Light Sensing Tape Reader	2	1	1

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the 306X2 job survey, 79 incumbents primarily holding the 7-skill level from various commands and locations were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty, with difficulty defined as the length of time it takes an average incumbent to learn to do the task. Interrater agreement among the 79 raters who returned the booklets was .96. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

A listing of representative tasks rated most difficult is given in Table 9. Generally, the tasks rated most difficult relate to drafting and planning requirements (such as budget, personnel, or training), analyzing logic circuits, building or rebuilding perforators or reperforators, and isolating malfunctions. Tasks that are included in supervisory duties (Duties A, B, C) were also rated as above average in difficulty.

Table 10 provides a listing of representative tasks rated below average in difficulty. These tasks are generally related to general janitorial functions such as painting, mopping, and mowing grass, operating and performing operator maintenance on motor vehicles, and performing operator checks on equipment.

TABLE 9
REPRESENTATIVE TASKS RATED ABOVE AVERAGE IN DIFFICULTY*

TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
A6 DRAFT BUDGET REQUIREMENTS	7.9	7
J3 REBUILD OR OVERHAUL REPERFORATORS OR REPERFORATOR COMPONENTS	6.7	52
N26 REMOVE, INSTALL, OR ISOLATE MALFUNCTIONS WITHIN INTEGRATED CIRCUITS	6.6	28
G5 ISOLATE MALFUNCTIONS IN TEST EQUIPMENT	6.6	9
B5 COUNSEL PERSONNEL ON WORK PERFORMANCE OR INDIVIDUAL PROBLEMS	6.3	37
L2 ISOLATE MALFUNCTIONS IN ELECTRICAL PORTIONS OF PRINTERS IN CRYPTOGRAPHIC SYSTEMS	6.1	27
H5 REBUILD OR OVERHAUL TELETYPEWRITER KEYBOARD COMPONENTS	6.0	51
J19 REMOVE, INSTALL, CLEAN, OR ADJUST PUSH BARS OR ECCENTRIC ASSEMBLIES	5.9	59
J25 REMOVE, INSTALL, CLEAN, OR ADJUST REPERFORATOR ROTARY OR AXIAL CORRECTING OR TYPE WHEEL POSITIONING MECHANISMS	5.9	59
L8 MAKE REPAIRS OR ADJUSTMENTS TO ELECTRICAL PORTIONS OF PRINTERS IN CRYPTOGRAPHIC SYSTEMS	5.9	25
E16 PERFORM MAINTENANCE CONTROL PLANNING AND SCHEDULING PROCEDURES	5.8	9
J2 ISOLATE OR ANALYZE MALFUNCTIONS WITHIN REPERFORATORS	5.8	68
N1 ANALYZE OR TRACE ELECTRICAL CIRCUITS	5.8	65
J16 REMOVE, INSTALL, CLEAN, OR ADJUST PERFORATOR MAINSHAFTS, GEARS, OR CLUTCHES	5.7	58
G9 OPERATE OSCILLOSCOPES	5.7	51
N21 REMOVE, INSTALL, CLEAN, OR TEST PRINTED CIRCUIT CARDS	5.6	52

* AVERAGE = 5.0

TABLE 10

REPRESENTATIVE TASKS RATED BELOW AVERAGE IN DIFFICULTY*

TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
Q3 MOW GRASS OR MAINTAIN WORK AREA GROUNDS	1.5	35
Q2 MOP, WAX, OR POLISH FLOORS	1.9	67
Q6 PAINT FACILITIES OR WORK AREAS	2.1	51
Q9 PERFORM OPERATOR MAINTENANCE ON OFFICE EQUIPMENT SUCH AS TYPEWRITERS	2.8	25
N34 REMOVE OR INSTALL MOTOR BRUSHES	2.5	52
H17 REMOVE OR INSTALL KEYBOARD SPRINGS	3.0	58
05 REMOVE, INSTALL, OR CLEAN CABINET FANS OR FILTERS	3.1	55
H16 REMOVE, INSTALL, OR CLEAN KEY TOPS OR KEY LEVERS	3.1	67
04 REMOVE, INSTALL, OR CLEAN TELETYPEWRITER CABINET HOODS, PANELS, DOORS, OR COVERS	3.1	62
N7 PACK MOTOR BEARINGS	3.2	53
F20 UNLOAD, UNPACK, PACK, OR CRATE TELECOMMUNICATIONS EQUIPMENT	3.4	29
P2 OPERATE ELECTROWRITERS OR TELAUTOGRAPH EQUIPMENT OTHER THAN DURING MAINTENANCE OR TESTS	3.5	2
N19 REMOVE, INSTALL, CLEAN, OR TEST JACKS OR PLUGS	3.7	46
E5 INVENTORY TOOLS OR MAINTAIN TOOL KITS	3.7	46
O1 ALIGN OR ADJUST STRUCTURAL COMPONENTS OF CABINETS	3.8	41
I20 REMOVE, INSTALL, CLEAN, OR ADJUST PRINTING TYPE BOXES OR TYPE PALLETS	3.8	67

* AVERAGE = 5.0

ANALYSIS OF CONUS/OVERSEAS GROUPS

An analysis of the tasks performed by the 496 CONUS members and the 311 overseas respondents holding DAFSC 30652 showed only minor differences. In general, a larger percent of overseas members maintained motor components and telautograph or electrowriter equipment (See Table 11). In addition, overseas members performed an average of 131 tasks while their CONUS counterparts averaged 106 tasks.

In terms of the type of teletype equipment worked on by survey respondents, some differences were noted. Twenty-one percent of the overseas group reported working on high-level equipment as opposed to 15 percent of the CONUS group. As for low-level equipment, 33 percent of the overseas group worked on this equipment compared to 41 percent of the CONUS group. In addition, 19 percent of the CONUS group and seven percent of the overseas group reported that they did not work on teletype equipment.

TABLE 11
 TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN CONUS AND OVERSEAS PERSONNEL
 HOLDING DAFSC 30652
 (PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>CONUS (N=496)</u>	<u>OVERSEAS (N=311)</u>	<u>DIFFERENCE</u>
N10 REMOVE, INSTALL, CLEAN, OR ADJUST GOVERNOR MECHANISMS	40	70	-30
N30 REMOVE, INSTALL, OR TEST MOTOR WINDINGS	36	66	-30
N27 REMOVE, INSTALL, OR TEST ARMATURES	42	72	-30
N7 PACK MOTOR BEARINGS	50	78	-28
H1 ADJUST DISTORTION ON TELETYPEWRITER KEYBOARDS	56	84	-27
O7 SAND, PRIME, OR PAINT CABINETS OR RACKS	48	75	-25
K15 REMOVE, INSTALL, CLEAN, OR ADJUST TRANSMITTER DISTRIBUTOR TRANSFER OR SIGNAL GENERATOR MECHANISMS	52	77	-25
N22 REMOVE, INSTALL, CLEAN, OR TEST RELAYS	33	58	-25
M1 ADJUST OR ALIGN TELAUTOGRAPH OR ELECTROWRITER SIGNALS, LEVELS, FUNCTIONS, OR COMPONENTS	8	33	-25
M4 ISOLATE OR ANALYZE MALFUNCTIONS WITHIN TELAUTOGRAPH OR ELECTROWRITER EQUIPMENT	8	32	-24
N34 REMOVE OR INSTALL MOTOR BRUSHES	49	72	-23
M10 PERFORM SERVICING PROCEDURES ON TELAUTOGRAPH OR ELECTROWRITER EQUIPMENT	7	30	-23
K16 REMOVE, INSTALL, CLEAN, OR ADJUST TRANSMITTER DISTRIBUTOR TAPE FEED MECHANISMS	59	82	-23
K6 REMOVE, INSTALL, CLEAN, OR ADJUST MAIN BAIL MECHANISMS OR DRIVE ARM ASSEMBLIES	53	76	-23
N32 REMOVE, INSTALL, OR TEST TRANSISTORS	41	64	-23
M7 PERFORM OPERATIVE ANALYSES OF TELAUTOGRAPH OR ELECTROWRITER EQUIPMENT	9	31	-22

EQUIPMENT USAGE BY FIRST ENLISTMENT PERSONNEL

As an aid in providing appropriate training for first-term personnel, Tables 12 through 14 reflect the percent members who maintain various items of teletype and other equipment or who operate test equipment. In general, very few items of equipment are maintained or operated by more than 30 percent of first-term respondents. In addition to the equipment listed in Tables 13 and 14, 21 additional pieces of teletype equipment and four additional pieces of non-teletype equipment were maintained or operated by less than 10 percent of first enlistment personnel.

TABLE 12

TEST EQUIPMENT OPERATED BY 10 PERCENT OR MORE OF FIRST-TERM AIRMEN

<u>EQUIPMENT</u>	<u>PERCENT RESPONDING</u>
MULTIMETER	88
OSCILLOSCOPE	62
DISTORTION GENERATOR	50
DISTORTION ANALYZER (NON-DIGITAL)	43
DIGITAL DISTORTION ANALYZER	43
STROBOSCOPE	27
AUDIO SIGNAL GENERATOR	14
DIGITAL VOLTMETER	14
VACUUM-TUBE VOLTMETER (VTVM)	14
TRANSISTOR TEST SET	10

TABLE 13

TELETYPE EQUIPMENT MAINTAINED BY 10 PERCENT OR MORE
FIRST ENLISTMENT PERSONNEL

<u>EQUIPMENT</u>	<u>PERCENT RESPONDING</u>
M-28 ASR (LOW LEVEL)	72
M-28 KSR (HIGH LEVEL)	61
M-28 KSR (LOW LEVEL)	52
M-28 ASR (HIGH LEVEL)	49
M-37 ASR (LOW LEVEL)	21
PRINTER BANKS	20
REPERFORATOR BANKS	20
KLEINSCHMIDT KSR (HIGH LEVEL)	18
KLEINSCHMIDT ASR (HIGH LEVEL)	16
TRANSMITTER-DISTRIBUTOR BANKS	14
M-37 KSR (LOW LEVEL)	12
AN/TGC-14	12
KLEINSCHMIDT ASR (LOW LEVEL)	10

TABLE 14

NON-TELETYPE EQUIPMENT MAINTAINED BY 10 PERCENT OR MORE
FIRST ENLISTMENT RESPONDENTS

<u>EQUIPMENT</u>	<u>PERCENT RESPONDING</u>
KL-7	50
PATCH PANELS	33
TELAUTOGRAPHS	17
HL-1	12

JOB SATISFACTION DATA

First and second enlistment respondents' job interest ratings and their perceptions of talents and training utilization are presented in Table 15. Almost two-thirds of these respondents found their job interesting. However, this is below the 80 percent figure for a comparison sample of career ladders surveyed during 1976.

In terms of utilization of training, 75 percent or more of the respondents felt that their training was being utilized effectively. Similar trends were found for utilization of talents.

Reenlistment intentions of the survey respondents are also presented in Table 15. As usual, first enlistment personnel reflected a negative attitude toward reenlistment, with only 42 percent indicating they would probably reenlist. This improves only slightly (62 percent) for those in their second enlistment.

TABLE 15

JOB INTEREST, UTILIZATION OF TALENTS AND TRAINING, AND CAREER INTENT
 BY 1ST AND 2ND ENLISTMENT GROUPS
 (PERCENT MEMBERS RESPONDING)

	1st ENLISTMENT (N=548)	2nd ENLISTMENT (N=242)
I FIND MY JOB:		
DULL	11	12
SO-SO	21	19
INTERESTING	64	63
NO REPLY	4	6
MY JOB UTILIZES MY TALENTS:		
NOT AT ALL OR VERY LITTLE	25	20
FAIRLY WELL TO VERY WELL	69	72
EXCELLENTLY TO PERFECTLY	5	7
NO REPLY	1	1
MY JOB UTILIZES MY TRAINING:		
NOT AT ALL OR VERY LITTLE	21	22
FAIRLY WELL TO VERY WELL	69	69
EXCELLENTLY TO PERFECTLY	9	7
NO REPLY	1	2
DO YOU PLAN TO REENLIST:		
NO, OR PROBABLY NO	57	37
YES, OR PROBABLY YES	42	62
NO REPLY	1	1

COMPARISON OF CURRENT SURVEY TO 1973 SURVEY

The results of this survey were compared to those of Occupational Survey Report (OSR) AFPT 90-363-085, dated 10 June 1973. Although the number of groups reported in these two studies varied somewhat (four in 1973 versus nine in 1978), the major job groups discussed in this report are very similar to those reported earlier. Both surveys reflected that over two-thirds of the career ladder personnel were performing essentially the same job. Table 16 reflects a comparison of the major groupings. Both surveys reflected a single large group of general repairmen (74% of the sample in 1973 and 66% of the sample in 1978). The remaining three groups reflected in the 1973 study are compared to similar groups in the current survey. There is a moderate disparity in the additional groupings reflected in the 1978 study, probably reflecting a larger sample of cases, a more extensive task list, and career ladder changes since the 1973 study.

It is fairly apparent in reviewing the results from both the 1973 and 1978 studies that the survey data has remained fairly stable over the years. With this stability in the data already collected and as long as no major changes to the career ladder are made as a result of acquiring new equipment or restructuring with other related career ladders, a resurvey of this ladder should not be required for another four or five years.

TABLE 16
COMPARISON OF CAREER LADDER STRUCTURE FOR 1973 AND 1978 STUDIES

	<u>1973 STUDY (N = 895)</u>	<u>1978 STUDY (N = 1,210)</u>
I.	EQUIPMENT REPAIRMEN (74%)	TELECOMMUNICATIONS SYSTEMS/EQUIPMENT MAINTAINERS (66%)
II.	FIELD SUPERVISORS (14%)	MANAGEMENT AND SUPPORT PERSONNEL (18%)
III.	INSTRUCTORS (3%)	TECHNICAL SCHOOL INSTRUCTORS (2%)
IV.	INSTALLERS (1%)	E&I TELECOMMUNICATIONS EQUIPMENT INSTALLERS (2%)
V.	-	GENERAL TELETYPE MAINTENANCE REPAIRMEN (3%)
VI.	-	TELECOMMUNICATIONS SYSTEMS/EQUIPMENT LEAD WORKERS (-)
VII.	-	TELETYPE DEPOT OVERHAUL REPAIRMEN (-)
VIII.	-	TELETYPE DEPOT OVERHAUL KEYBOARD REPAIRMEN (-)
IX.	-	CONTROLLERS (4%)

DISCUSSION

From this occupational analysis of the Telecommunications Systems/Equipment Maintenance career ladder, it was determined that this ladder is quite homogeneous. Approximately two-thirds of the survey respondents were performing similar maintenance tasks on a variety of different systems and equipment. Similar results were also noted in the 1973 survey of this career ladder.

The career field documents (AFR 39-1 specialty descriptions and Specialty Training Standard) were found to be generally accurate in reflecting the jobs being performed by career ladder personnel across the various skill levels, with only minor exceptions being noted.

As a result of the relative stability in the career ladder, any resurvey of this ladder for a third time should not be made within the next four to five years. However, consideration for a new survey would be warranted if new equipment is added to the career ladder or if restructuring of the career ladder with other 306XX ladders is proposed.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP098 - TELECOMMUNICATIONS SYSTEMS/EQUIPMENT MAINTAINERS

NUMBER IN GROUP: 798

PERCENT OF SAMPLE: 66%

MAJOR COMMAND DISTRIBUTION: AFCS (69%), USAFSS (12%), AFSC (6%)

LOCATION: CONUS (56%), OVERSEAS (44%)

DAFSC DISTRIBUTION: 30632 (8%), 30652 (77%), 30672 (13%)

AVERAGE GRADE: 4.1

AVERAGE TIME IN CAREER FIELD: 33 MONTHS

AVERAGE TIME IN SERVICE: 65 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 54%

AMOUNT OF SUPERVISION: 33%

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (19%), INTERESTING (66%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 81%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 86%

AVERAGE NUMBER OF TASKS PERFORMED: 146

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
I MAINTAINING PRINTERS	18
J MAINTAINING PERFORATORS AND REPERFORATORS	16
N MAINTAINING MOTORS, ELECTRICAL, AND ELECTRONIC COMPONENTS	15
H MAINTAINING TELETYPEWRITER KEYBOARDS	11
K MAINTAINING TRANSMITTER DISTRIBUTORS AND TAPE READERS	10

GROUP DIFFERENTIATING TASKS:

TASKS

- I1 INSPECT PRINTER MECHANISMS OR ASSEMBLIES
- I2 ISOLATE OR ANALYZE MALFUNCTIONS WITHIN PRINTERS
- Q1 CLEAN FACILITIES OR WORK AREAS
- I16 REMOVE, INSTALL, CLEAN, OR ADJUST PRINTER SHAFTS, GEARS, OR CLUTCHES
- I23 REMOVE, INSTALL, CLEAN, OR ADJUST SELECTOR MAGNET ASSEMBLIES

GROUP ID NUMBER AND TITLE: GRP091 - TELECOMMUNICATIONS SYSTEMS/EQUIPMENT
LEAD WORKERS

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: -

MAJOR COMMAND DISTRIBUTION: AFCS (49%), ADC (17%), AFSC (17%), TAC (17%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 30652 (67%), 30672 (33%)

AVERAGE GRADE: 4.8

AVERAGE TIME IN CAREER FIELD: 45 MONTHS

AVERAGE TIME IN SERVICE: 128 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 17%

AMOUNT OF SUPERVISION: ALL SUPERVISE

EXPRESSED JOB INTEREST: DULL (33%), SO-SO (0%), INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 50%
FAIRLY WELL OR BETTER 50%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 33%
FAIRLY WELL OR BETTER 67%

AVERAGE NUMBER OF TASKS PERFORMED: 76

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
I MAINTAINING PRINTERS	20
B DIRECTING AND IMPLEMENTING	18
A PLANNING AND ORGANIZING	11
D TRAINING	11
H MAINTAINING TELETYPEWRITER KEYBOARDS	10

GROUP DIFFERENTIATING TASKS:

TASKS

- B16 IMPLEMENT OR FOLLOW UP ON ON-THE-JOB TRAINING (OJT) PROGRAMS
- A21 PLAN TRAINING REQUIREMENTS
- C17 PREPARE AIRMAN PERFORMANCE REPORTS (APR)
- D7 CONDUCT OJT
- B24 SUPERVISE APPRENTICE TELECOMMUNICATIONS SYSTEMS/EQUIPMENT MAINTENANCE SPECIALISTS (AFSC 30632)

GROUP ID NUMBER AND TITLE: GRP250 - TELETYPE DEPOT OVERHAUL REPERFORATOR REPAIRMAN

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: -

MAJOR COMMAND DISTRIBUTION: AFCS (80%), ATC (20%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 30652 (100%)

AVERAGE GRADE: 3.2

AVERAGE TIME IN CAREER FIELD: 24 MONTHS

AVERAGE TIME IN SERVICE: 27 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 100%

AMOUNT OF SUPERVISION: NONE SUPERVISE

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (80%), INTERESTING (20%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 52

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
J MAINTAINING PERFORATORS AND REPERFORATORS	61
N MAINTAINING MOTORS, ELECTRICAL, AND ELECTRONIC COMPONENTS	14
Q MAINTAINING FACILITIES, EQUIPMENT, AND WORK AREAS	6
O PERFORMING MAINTENANCE ON CABINETS AND RACKS	4
H MAINTAINING TELETYPEWRITER KEYBOARDS	4

GROUP DIFFERENTIATING TASKS:

TASKS

- J1 INSPECT REPERFORATOR MECHANISMS OR ASSEMBLIES
- J3 REBUILD OR OVERHAUL REPERFORATORS OR REPERFORATOR COMPONENTS
- J4 REMOVE, INSTALL, CLEAN, OR ADJUST CAMSHAFT OR SELECTOR FRICTION CLUTCHES
- J12 REMOVE, INSTALL, CLEAN, OR ADJUST NON-INTERFERING LETTERS/TAPE FEED-OUT
MECHANISMS
- J13 REMOVE, INSTALL, CLEAN, OR ADJUST PERFORATING MECHANISMS

GROUP ID NUMBER AND TITLE: GRP104 - TELETYPE DEPOT OVERHAUL KEYBOARD REPAIRMEN

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: -

MAJOR COMMAND DISTRIBUTION: AFCS (71%), ATC (14%), NO REPLY (15%)

LOCATION: CONUS (86%), NO REPLY (14%)

DAFSC DISTRIBUTION: 30632 (14%), 30652 (86%)

AVERAGE GRADE: 4.0

AVERAGE TIME IN CAREER FIELD: 25 MONTHS

AVERAGE TIME IN SERVICE: 43 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 86%

AMOUNT OF SUPERVISION: 14% SUPERVISE

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (0%), INTERESTING (86%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 86%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 86%

AVERAGE NUMBER OF TASKS PERFORMED: 54

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
H MAINTAINING TELETYPEWRITER KEYBOARDS	40
N MAINTAINING MOTORS, ELECTRICAL, AND ELECTRONIC COMPONENTS	13
K MAINTAINING TRANSMITTER DISTRIBUTORS AND TAPE READERS	10
F INSTALLING COMMUNICATIONS EQUIPMENT	8
J MAINTAINING PERFORATORS AND REPERFORATORS	6

GROUP DIFFERENTIATING TASKS:

TASKS

H16 REMOVE, INSTALL, OR CLEAN KEY TOPS OF KEY LEVERS

H17 REMOVE OR INSTALL KEYBOARD SPRINGS

H9 REMOVE, INSTALL, CLEAN, OR ADJUST KEYBOARD CLUTCHES OR GEAR ASSEMBLIES

H10 REMOVE, INSTALL, CLEAN, OR ADJUST KEYBOARD CODE BAR MECHANISMS

H11 REMOVE, INSTALL, CLEAN, OR ADJUST KEYBOARD REPEAT MECHANISMS

GROUP ID NUMBER AND TITLE: GRP014 - E & I TELECOMMUNICATIONS EQUIPMENT
INSTALLERS

NUMBER IN GROUP: 24

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS (71%), USAFSS (17%)

LOCATION: CONUS (58%), OVERSEAS (42%)

DAFSC DISTRIBUTION: 30632 (4%), 30652 (85%), 30672 (13%)

AVERAGE GRADE: 3.6

AVERAGE TIME IN CAREER FIELD: 24 MONTHS

AVERAGE TIME IN SERVICE: 51 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 79%

AMOUNT OF SUPERVISION: 21%

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (25%), INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 38%
FAIRLY WELL OR BETTER 62%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 56%
FAIRLY WELL OR BETTER 44%

AVERAGE NUMBER OF TASKS PERFORMED: 31

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F INSTALLING COMMUNICATIONS EQUIPMENT	49
Q MAINTAINING FACILITIES, EQUIPMENT, AND WORK AREAS	12
O PERFORMING MAINTENANCE ON CABINETS AND RACKS	10
N MAINTAINING MOTORS, ELECTRICAL, AND ELECTRONIC COMPONENTS	7
B DIRECTING AND IMPLEMENTING	5

GROUP DIFFERENTIATING TASKS:

TASKS

F9	INSTALL OR REMOVE CONDUIT OR DUCTING
F8	INSTALL OR REMOVE CABINETS OR RACKS
F10	INSTALL OR REMOVE ELECTRICAL GROUNDING STRAPS OR WIRES
F2	ASSEMBLE MAJOR COMPONENTS OR UNITS FOR INSTALLATIONS
F20	UNLOAD, UNPACK, PACK, OR CRATE TELECOMMUNICATIONS EQUIPMENT

GROUP ID NUMBER AND TITLE: GRP111 - E & I INSTALLERS I

NUMBER IN GROUP: 13

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS (77%), USAFSS (15%)

LOCATION: CONUS (46%), OVERSEAS (54%)

DAFSC DISTRIBUTION: 30652 (93%), 30672 (7%)

AVERAGE GRADE: 3.4

AVERAGE TIME IN CAREER FIELD: 15 MONTHS

AVERAGE TIME IN SERVICE: 49 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 75%

AMOUNT OF SUPERVISION: 15%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (23%), INTERESTING (27%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 54%
FAIRLY WELL OR BETTER 46%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 61%
FAIRLY WELL OR BETTER 39%

AVERAGE NUMBER OF TASKS PERFORMED: 29

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F INSTALLING COMMUNICATIONS EQUIPMENT	51
Q MAINTAINING FACILITIES, EQUIPMENT, AND WORK AREAS	17
O PERFORMING MAINTENANCE ON CABINETS AND RACKS	10
B DIRECTING AND IMPLEMENTING	6
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	5

GROUP DIFFERENTIATING TASKS:

TASKS

F20	UNLOAD, UNPACK, PACK, OR CRATE TELECOMMUNICATIONS EQUIPMENT
F10	INSTALL OR REMOVE ELECTRICAL GROUNDING STRAPS OR WIRES
F9	INSTALL OR REMOVE CONDUIT OR DUCTING
F8	INSTALL OR REMOVE CABINETS OR RACKS
F15	PERFORM OPERATIONAL CHECKS ON TELECOMMUNICATIONS EQUIPMENT

GROUP ID NUMBER AND TITLE: GRP141 - E & I INSTALLERS II

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: -

MAJOR COMMAND DISTRIBUTION: AFCS (60%), AFSC (20%), USAFSS (20%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 30652 (100%)

AVERAGE GRADE: 3.4

AVERAGE TIME IN CAREER FIELD: 27 MONTHS

AVERAGE TIME IN SERVICE: 34 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 80%

AMOUNT OF SUPERVISION: NONE SUPERVISE

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (20%), INTERESTING (60%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 80%
FAIRLY WELL OR BETTER 20%

AVERAGE NUMBER OF TASKS PERFORMED: 15

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F INSTALLING COMMUNICATIONS EQUIPMENT	72
O PERFORMING MAINTENANCE ON CABINETS AND RACKS	7
Q MAINTAINING FACILITIES, EQUIPMENT, AND WORK AREAS	7

GROUP DIFFERENTIATING TASKS:

TASKS

- F8 INSTALL OR REMOVE CABINETS OR RACKS
- F9 INSTALL OR REMOVE CONDUIT OR DUCTING
- F2 ASSEMBLE MAJOR COMPONENTS OR UNITS FOR INSTALLATIONS
- F11 INSTALL OR REMOVE PATCH PANELS
- F10 INSTALL OR REMOVE ELECTRICAL GROUNDING STRAPS OR WIRES

GROUP ID NUMBER AND TITLE: GRP047 - GENERAL TELETYPE MAINTENANCE REPAIRMEN

NUMBER IN GROUP: 32

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: AFCS (72%), USAFSS (9%), TAC (6%)

LOCATION: CONUS (91%), OVERSEAS (9%)

DAFSC DISTRIBUTION: 30632 (25%), 30652 (66%), 30672 (6%)

AVERAGE GRADE: 3.6

AVERAGE TIME IN CAREER FIELD: 23 MONTHS

AVERAGE TIME IN SERVICE: 44 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 62%

AMOUNT OF SUPERVISION: 22%

EXPRESSED JOB INTEREST: DULL (19%), SO-SO (37%), INTERESTING (44%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 44%
FAIRLY WELL OR BETTER 56%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 34%
FAIRLY WELL OR BETTER 66%

AVERAGE NUMBER OF TASKS PERFORMED: 43

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
I MAINTAINING PRINTERS	49
Q MAINTAINING FACILITIES, EQUIPMENT, AND WORK AREAS	10
N MAINTAINING MOTORS, ELECTRICAL, AND ELECTRONIC COMPONENTS	8
H MAINTAINING TELETYPEWRITER KEYBOARDS	6
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	5

GROUP DIFFERENTIATING TASKS:

TASKS

- Q1 CLEAN FACILITIES OR WORK AREAS
- I21 REMOVE, INSTALL, CLEAN, OR ADJUST RANGEFINDER MECHANISMS
- I20 REMOVE, INSTALL, CLEAN, OR ADJUST PRINTING TYPE BOXES OR TYPE PALLETS
- I2 ISOLATE OR ANALYZE MALFUNCTIONS WITHIN PRINTERS
- Q2 MOP, WAX, OR POLISH FLOORS

GROUP ID NUMBER AND TITLE: GRP067 - TELETYPE MAINTENANCE REPAIRMEN II

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: -

MAJOR COMMAND DISTRIBUTION: AFCS (80%), USAFSS (20%)

LOCATION: CONUS (60%), OVERSEAS (40%)

DAFSC DISTRIBUTION: 30632 (40%), 30652 (40%), NO REPLY (20%)

AVERAGE GRADE: 3.2

AVERAGE TIME IN CAREER FIELD: 23 MONTHS

AVERAGE TIME IN SERVICE: 27 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 100%

AMOUNT OF SUPERVISION: NONE SUPERVISE

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (80%), INTERESTING (-)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 27

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
I MAINTAINING PRINTERS	25
N MAINTAINING MOTORS, ELECTRICAL, AND ELECTRONIC COMPONENTS	17
Q MAINTAINING FACILITIES, EQUIPMENT, AND WORK AREAS	17
H MAINTAINING TELETYPEWRITER KEYBOARDS	8
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	7

GROUP DIFFERENTIATING TASKS:

TASKS

- Q1 CLEAN FACILITIES OR WORK AREAS
- Q2 MOP, WAX, OR POLISH FLOORS
- I20 REMOVE, INSTALL, CLEAN, OR ADJUST PRINTING TYPE BOXES OR TYPE PALLETS
- I2 ISOLATE OR ANALYZE MALFUNCTIONS WITHIN PRINTERS
- O3 REMOVE, INSTALL, CLEAN, OR INSPECT CABINET LAMPS, COVER WINDOWS, OR LENSES

GROUP ID NUMBER AND TITLE: GRP115 - TELETYPE MAINTENANCE REPAIRMEN I

NUMBER IN GROUP: 21

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS (81%), USAFSS (9%)

LOCATION: CONUS (95%), OVERSEAS (5%)

DAFSC DISTRIBUTION: 30632 (19%), 30652 (81%)

AVERAGE GRADE: 3.5

AVERAGE TIME IN CAREER FIELD: 21 MONTHS

AVERAGE TIME IN SERVICE: 38 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 76%

AMOUNT OF SUPERVISION: 24%

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (33%), INTERESTING (53%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 46%
FAIRLY WELL OR BETTER 54%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 38%
FAIRLY WELL OR BETTER 62%

AVERAGE NUMBER OF TASKS PERFORMED: 48

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
I MAINTAINING PRINTERS	61
N MAINTAINING MOTORS, ELECTRICAL, AND ELECTRONIC COMPONENTS	7
Q MAINTAINING FACILITIES, EQUIPMENT, AND WORK AREAS	6
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	4
O PERFORMING MAINTENANCE ON CABINETS AND RACKS	3

GROUP DIFFERENTIATING TASKS:

TASKS

- I16 REMOVE, INSTALL, CLEAN, OR ADJUST PRINTER SHAFTS, GEARS,
OR CLUTCHES
- I23 REMOVE, INSTALL, CLEAN, OR ADJUST SELECTOR MAGNET ASSEMBLIES
- I21 REMOVE, INSTALL, CLEAN, OR ADJUST RANGEFINDER MECHANISMS
- I9 REMOVE, INSTALL, CLEAN, OR ADJUST LINE FEED MECHANISMS
- I7 REMOVE, INSTALL, CLEAN, OR ADJUST FUNCTION MECHANISMS

GROUP ID NUMBER AND TITLE: GRP008 - MANAGEMENT AND SUPPORT PERSONNEL

NUMBER IN GROUP: 220

PERCENT OF SAMPLE: 18%

MAJOR COMMAND DISTRIBUTION: AFCS (64%), USAFSS (10%), ATC (6%), USAFE (6%)

LOCATION: CONUS (62%), OVERSEAS (38%)

DAFSC DISTRIBUTION: 30652 (25%), 30672 (58%), 30692 (15%)

AVERAGE GRADE: 6.0

AVERAGE TIME IN CAREER FIELD: 79 MONTHS

AVERAGE TIME IN SERVICE: 172 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 41%

AMOUNT OF SUPERVISION: 62%

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (17%), INTERESTING (74%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 35%
FAIRLY WELL OR BETTER 65%

AVERAGE NUMBER OF TASKS PERFORMED: 49

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	25
C EVALUATING AND INSPECTING	22
B DIRECTING AND IMPLEMENTING	17
A PLANNING AND ORGANIZING	17
D TRAINING	9

GROUP DIFFERENTIATING TASKS:

TASKS

- C20 REVIEW CORRESPONDENCE, MESSAGES, OR REPORTS
- E3 DRAFT WRITTEN CORRESPONDENCE SUCH AS LETTERS OR MEMOS
- B3 CONDUCT OR ATTEND POLICY OR SHOP MEETINGS
- A24 PREPARE OR REVIEW MONTHLY MAINTENANCE PLANS
- E1 DRAFT MESSAGES

GROUP ID NUMBER AND TITLE: GRP169 - QUALITY CONTROL PERSONNEL

NUMBER IN GROUP: 28

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS (75%), TAC (11%), AFSC (7%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 30652 (14%), 30672 (75%), 30692 (4%)

AVERAGE GRADE: 5.7

AVERAGE TIME IN CAREER FIELD: 60 MONTHS

AVERAGE TIME IN SERVICE: 144 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 4%

AMOUNT OF SUPERVISION: 25%

EXPRESSED JOB INTEREST: DULL (4%), SO-SO (11%), INTERESTING (85%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 4%
FAIRLY WELL OR BETTER 96%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

AVERAGE NUMBER OF TASKS PERFORMED: 46

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C EVALUATING AND INSPECTING	34
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	26
A PLANNING AND ORGANIZING	11
B DIRECTING AND IMPLEMENTING	9
F INSTALLING COMMUNICATIONS EQUIPMENT	4

GROUP DIFFERENTIATING TASKS:

TASKS

- C14 PERFORM QUALITY CONTROL EQUIPMENT INSPECTIONS
- C15 PERFORM QUALITY CONTROL PERSONNEL PROFICIENCY EVALUATIONS
- C7 INSPECT FACILITIES, EQUIPMENT, OR PROCEDURES USING SELF-INSPECTION GUIDES
OR CHECKLISTS
- E3 DRAFT WRITTEN CORRESPONDENCE SUCH AS LETTERS OR MEMOS
- A26 SCHEDULE INSPECTIONS SUCH AS QUALITY CONTROL OR SELF-INSPECTIONS

GROUP ID NUMBER AND TITLE: GRP156 - SHOP NCOICs

NUMBER IN GROUP: 40

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: AFCS (65%), USAFSS (13%), AFSC (5%), USAFE (5%)

LOCATION: CONUS (37%), OVERSEAS (63%)

DAFSC DISTRIBUTION: 30652 (7%), 30672 (85%), 30692 (8%)

AVERAGE GRADE: 6.3

AVERAGE TIME IN CAREER FIELD: 64 MONTHS

AVERAGE TIME IN SERVICE: 214 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 95%

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (17%), INTERESTING (70%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 87%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 22%
FAIRLY WELL OR BETTER 78%

AVERAGE NUMBER OF TASKS PERFORMED: 77

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	22
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	20
C EVALUATING AND INSPECTING	18
A PLANNING AND ORGANIZING	17
D TRAINING	9

GROUP DIFFERENTIATING TASKS:

TASKS

- B5 COUNSEL PERSONNEL ON WORK PERFORMANCE OR INDIVIDUAL PROBLEMS
- B3 CONDUCT OR ATTEND POLICY OR SHOP MEETINGS
- C17 PREPARE AIRMAN PERFORMANCE REPORTS (APR)
- C24 REVIEW OR FOLLOW UP ON INSPECTION REPORTS
- C5 EVALUATE WORK PERFORMANCE OF SUBORDINATES

GROUP ID NUMBER AND TITLE: GRP200 - MAINTENANCE SUPERINTENDENTS

NUMBER IN GROUP: 24

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS (62%), ATC (12%), AFSC (8%), USAFSS (8%)

LOCATION: CONUS (71%), OVERSEAS (29%)

DAFSC DISTRIBUTION: 30652 (4%), 30672 (4%), 30692 (92%)

AVERAGE GRADE: 7.9

AVERAGE TIME IN SERVICE: 239 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 96%

EXPRESSED JOB INTEREST: DULL (4%), SO-SO (12%), INTERESTING (84%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 92%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 12%
FAIRLY WELL OR BETTER 88%

AVERAGE NUMBER OF TASKS PERFORMED: 55

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	27
A PLANNING AND ORGANIZING	25
C EVALUATING AND INSPECTING	24

GROUP DIFFERENTIATING TASKS:

TASKS

- B5 COUNSEL PERSONNEL ON WORK PERFORMANCE OR INDIVIDUAL PROBLEMS
- B3 CONDUCT OR ATTEND POLICY OR SHOP MEETINGS
- A14 ESTIMATE PERSONNEL REQUIREMENTS
- B18 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR OTHER PERSONNEL
- A1 ANALYZE REPORTS TO DETERMINE METHODS FOR IMPROVING PROCEDURES

GROUP ID NUMBER AND TITLE: GRP127 - MAINTENANCE CONTROLLERS

NUMBER IN GROUP: 22

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS (82%), AFSC (9%)

LOCATION: CONUS (73%), OVERSEAS (27%)

DAFSC DISTRIBUTION: 30652 (32%), 30672 (54%), 30692 (9%)

AVERAGE GRADE: 5.7

AVERAGE TIME IN CAREER FIELD: 62 MONTHS

AVERAGE TIME IN SERVICE: 150 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 96%

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (9%), INTERESTING (82%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 50%
FAIRLY WELL OR BETTER 50%

AVERAGE NUMBER OF TASKS PERFORMED: 47

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	28
B DIRECTING AND IMPLEMENTING	20
C EVALUATING AND INSPECTING	19
D TRAINING	15

GROUP DIFFERENTIATING TASKS:

TASKS

- A24 PREPARE OR REVIEW MONTHLY MAINTENANCE PLANS
- B4 COORDINATE WORK ORDERS WITH CIVIL ENGINEERING OR OTHER AGENCIES
- C25 REVIEW WORKLOADS OR SCHEDULES
- B1 ASSIGN MAINTENANCE PRIORITIES
- E17 PERFORM NAVIGATIONAL AIDS/COMMUNICATIONS MANAGEMENT OFFICE (NCMO)
FUNCTIONS

GROUP ID NUMBER AND TITLE: GRP138 - TECHNICAL TRAINING SUPERVISORS

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: -

MAJOR COMMAND DISTRIBUTION: ATC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 30672 (100%)

AVERAGE GRADE: 7.0

AVERAGE TIME IN SERVICE: 230 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 100%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

AVERAGE NUMBER OF TASKS PERFORMED: 29

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
D TRAINING	38
B DIRECTING AND IMPLEMENTING	26
C EVALUATING AND INSPECTING	17

GROUP DIFFERENTIATING TASKS:

TASKS

- D16 MAINTAIN INDIVIDUAL TRAINING RECORDS
- D6 CONDUCT AIR TRAINING COMMAND (ATC) OR OTHER FORMAL TECHNICAL TRAINING COURSES
- D1 ADMINISTER ORAL OR WRITTEN TESTS
- D21 SCORE TESTS OR EXAMINATIONS
- A2 ASSIGN PERSONNEL TO DUTY POSITIONS

GROUP ID NUMBER AND TITLE: GRP090 - MAINTENANCE PLANS AND SCHEDULING PERSONNEL

NUMBER IN GROUP: 18

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS (81%)

LOCATION: CONUS (60%), OVERSEAS (34%), NO REPLY (6%)

DAFSC DISTRIBUTION: 30652 (72%), 30672 (28%)

AVERAGE GRADE: 5.2

AVERAGE TIME IN CAREER FIELD: 67 MONTHS

AVERAGE TIME IN SERVICE: 137 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 61%

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (17%), INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 78%
FAIRLY WELL OR BETTER 22%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 6%
FAIRLY WELL OR BETTER 94%

AVERAGE NUMBER OF TASKS PERFORMED: 26

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	40
A PLANNING AND ORGANIZING	23
C EVALUATING AND INSPECTING	17

GROUP DIFFERENTIATING TASKS:

TASKS

E16 PERFORM MAINTENANCE CONTROL PLANNING AND SCHEDULING PROCEDURES
A24 PREPARE OR REVIEW MONTHLY MAINTENANCE PLANS
E26 PREPARE PUNCH CARD TRANSCRIPT FORMS (AF FORM 1530)
E30 RESEARCH PROCEDURES IN PUBLICATIONS SUCH AS TO'S OR MAINTENANCE PUBLICATIONS

GROUP ID NUMBER AND TITLE: GRP147 - JOB CONTROLLER PERSONNEL

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: -

MAJOR COMMAND DISTRIBUTION: USAFE (83%), AFCS (17%)

LOCATION: OVERSEAS (100%)

DAFSC DISTRIBUTION: 30652 (17%), 30672 (83%)

AVERAGE GRADE: 5.8

AVERAGE TIME IN CAREER FIELD: 37 MONTHS

AVERAGE TIME IN SERVICE: 199 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 50%

EXPRESSED JOB INTEREST: DULL (17%), SO-SO (33%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 67%
FAIRLY WELL OR BETTER 37%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 100%
FAIRLY WELL OR BETTER -

AVERAGE NUMBER OF TASKS PERFORMED: 68

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	32
C EVALUATING AND INSPECTING	17
A PLANNING AND ORGANIZING	11
B DIRECTING AND IMPLEMENTING	9
Q MAINTAINING FACILITIES, EQUIPMENT, AND WORK AREAS	8

GROUP DIFFERENTIATING TASKS:

TASKS

- E15 PERFORM JOB CONTROLLER FUNCTIONS
- E16 PERFORM MAINTENANCE CONTROL PLANNING AND SCHEDULING PROCEDURES
- C21 REVIEW MAINTENANCE DATA COLLECTION FORMS OR DATA
- G1 ARRANGE FOR PRECISION MEASURING EQUIPMENT LABORATORY (PMEL) CALIBRATION
OR CERTIFICATION OF TEST EQUIPMENT
- B1 ASSIGN MAINTENANCE PRIORITIES

GROUP ID NUMBER AND TITLE: GRP073 - MAINTENANCE TRAINING MANAGERS

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: -

MAJOR COMMAND DISTRIBUTION: AFCS (60%), ATC (20%), USAFSS (20%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 30673 (80%), 30692 (20%)

AVERAGE GRADE: 6.0

AVERAGE TIME IN SERVICE: 177 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT:

AMOUNT OF SUPERVISION: NONE

EXRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

AVERAGE NUMBER OF TASKS PERFORMED: 24

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
D TRAINING	36
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	24
A PLANNING AND ORGANIZING	17
B DIRECTING AND IMPLEMENTING	11

GROUP DIFFERENTIATING TASKS:

TASKS

- A21 PLAN TRAINING REQUIREMENTS
- E3 DRAFT WRITTEN CORRESPONDENCE SUCH AS LETTERS OR MEMOS
- D2 ARRANGE FOR TRAINING EQUIPMENT, FACILITIES, OR MATERIALS
- D12 CONSTRUCT OR WRITE TEST ITEMS
- A1 ANALYZE REPORTS TO DETERMINE METHODS FOR IMPROVING PROCEDURES

GROUP ID NUMBER AND TITLE: GRP119 - MAINTENANCE MANAGEMENT OFFICE STAFF

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS (79%), USAFSS (43%)

LOCATION: CONUS (57%), OVERSEAS (43%)

DAFSC DISTRIBUTION: 30672 (57%), 30672 (29%), NO REPLY (29%)

AVERAGE GRADE: 7.0

AVERAGE TIME IN CAREER FIELD: 29 MONTHS

AVERAGE TIME IN SERVICE: 197 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 43%

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (0%), INTERESTING (86%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 86%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 28%
FAIRLY WELL OR BETTER 72%

AVERAGE NUMBER OF TASKS PERFORMED: 24

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	34
C EVALUATING AND INSPECTING	27
A PLANNING AND ORGANIZING	17

GROUP DIFFERENTIATING TASKS:

TASKS

- C20 REVIEW CORRESPONDENCE, MESSAGES, OR REPORTS
- E1 DRAFT MESSAGES
- E3 DRAFT WRITTEN CORRESPONDENCE SUCH AS LETTERS OR MEMOS
- B18 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR OTHER PERSONNEL
- C1 EVALUATE AIR FORCE SUGGESTIONS

GROUP ID NUMBER AND TITLE: GRP070 - TECHNICAL SCHOOL INSTRUCTORS

NUMBER IN GROUP: 25

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: ATC (96%), USAFSS (4%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 30652 (92%), 30672 (8%)

AVERAGE GRADE: 4.6

AVERAGE TIME IN CAREER FIELD: 44 MONTHS

AVERAGE TIME IN SERVICE: 74 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 48%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (4%), SO-SO (8%), INTERESTING (88%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 12%
FAIRLY WELL OR BETTER 88%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 40%
FAIRLY WELL OR BETTER 60%

AVERAGE NUMBER OF TASKS PERFORMED: 23

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
D TRAINING	38
N MAINTAINING MOTORS, ELECTRICAL, AND ELECTRONIC COMPONENTS	19
G OPERATING TEST EQUIPMENT	13
B DIRECTING AND IMPLEMENTING	9
Q MAINTAINING FACILITIES, EQUIPMENT, AND WORK AREAS	9

GROUP DIFFERENTIATING TASKS:

TASKS

- D19 PREPARE LESSON PLANS
- D1 ADMINISTER ORAL OR WRITTEN TESTS
- D21 SCORE TESTS OR EXAMINATIONS
- D6 CONDUCT AIR TRAINING COMMAND (ATC) OR OTHER FORMAL TECHNICAL TRAINING COURSES
- B5 COUNSEL PERSONNEL ON WORK PERFORMANCE OR INDIVIDUAL PROBLEMS

GROUP ID NUMBER AND TITLE: GRP009 - CONTROLLERS

NUMBER IN GROUP: 47

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: AFCS (68%), AFSC (13%), USAFSS (11%)

LOCATION: CONUS (68%), OVERSEAS (32%)

DAFSC DISTRIBUTION: 30632 (6%), 30652 (66%), 30672 (23%)

AVERAGE GRADE: 4.3

AVERAGE TIME IN CAREER FIELD: 31 MONTHS

AVERAGE TIME IN SERVICE: 84 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 46%

AMOUNT OF SUPERVISION: 15%

EXPRESSED JOB INTEREST: DULL (34%), SO-SO (15%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 49%
FAIRLY WELL OR BETTER 51%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 57%
FAIRLY WELL OR BETTER 43%

AVERAGE NUMBER OF TASKS PERFORMED: 9

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	44
Q MAINTAINING FACILITIES, EQUIPMENT, AND WORK AREAS	20
B DIRECTING AND IMPLEMENTING	18
A PLANNING AND ORGANIZING	7

GROUP DIFFERENTIATING TASKS:

TASKS

E15	PERFORM JOB CONTROLLER FUNCTIONS
Q1	CLEAN FACILITIES OR WORK AREAS
Q2	MOP, WAX, OR POLISH FLOORS
B1	ASSIGN MAINTENANCE PRIORITIES
E17	PERFORM NAVIGATIONAL AIDS/COMMUNICATIONS MANAGEMENT OFFICE (NCMO) FUNCTIONS

GROUP ID NUMBER AND TITLE: GRP079 - JOB CONTROLLERS

NUMBER IN GROUP: 27

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS (67%), USAFSS (15%), AFSC (11%)

LOCATION: CONUS (63%), OVERSEAS (37%)

DAFSC DISTRIBUTION: 30652 (74%), 30672 (22%)

AVERAGE GRADE: 4.5

AVERAGE TIME IN CAREER FIELD: 32 MONTHS

AVERAGE TIME IN SERVICE: 86 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 37%

AMOUNT OF SUPERVISION: 19%

EXPRESSED JOB INTEREST: DULL (30%), SO-SO (15%), INTERESTING (55%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 44%
FAIRLY WELL OR BETTER 56%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 45%
FAIRLY WELL OR BETTER 55%

AVERAGE NUMBER OF TASKS PERFORMED: 7.9

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
E PERFORMING ADMINISTRATION, RECORD-KEEPING, MAINTENANCE CONTROL, AND SUPPLY FUNCTIONS	55
B DIRECTING AND IMPLEMENTING	25
Q MAINTAINING FACILITIES, EQUIPMENT, AND WORK AREAS	9

GROUP DIFFERENTIATING TASKS:

TASKS

E15	PERFORM JOB CONTROLLER FUNCTIONS
B4	COORDINATE WORK ORDERS WITH CIVIL ENGINEERING OR OTHER AGENCIES
B1	ASSIGN MAINTENANCE PRIORITIES
E17	PERFORM NAVIGATIONAL AIDS/COMMUNICATIONS MANAGEMENT OFFICE (NCMO) FUNCTIONS
E24	PREPARE OR PROCESS JOB CONTROL LOGS OR BASE/TRANSIENT JOB CONTROL NUMBER REGISTER FORMS (AF FORM 86)

GROUP ID NUMBER AND TITLE: GRP120 - GENERAL HELPERS

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: -

MAJOR COMMAND DISTRIBUTION: AFCS (67%), AFSC (17%), TAC (13%)

LOCATION: CONUS (83%), OVERSEAS (17%)

DAFSC DISTRIBUTION: 30632 (33%), 30652 (50%), NO REPLY (17%)

AVERAGE GRADE: 3.7

AVERAGE TIME IN CAREER FIELD: 32 MONTHS

AVERAGE TIME IN SERVICE: 72 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 67%

AMOUNT OF SUPERVISION: 17%

EXPRESSED JOB INTEREST: DULL (50%), SO-SO (17%), INTERESTING (33%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 50%
FAIRLY WELL OR BETTER 50%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 50%
FAIRLY WELL OR BETTER 50%

AVERAGE NUMBER OF TASKS PERFORMED: 10.5

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
Q MAINTAINING FACILITIES, EQUIPMENT, AND WORK AREAS	71
H MAINTAINING TELETYPEWRITER KEYBOARDS	7
G OPERATING TEST EQUIPMENT	6

GROUP DIFFERENTIATING TASKS:

TASKS

- Q1 CLEAN FACILITIES OR WORK AREAS
- Q2 MOP, WAX, OR POLISH FLOORS
- Q7 PERFORM DESIGNATED EXTRA DUTIES SUCH AS SQUADRON OR BASE DUTIES
- Q3 MOW GRASS OR MAINTAIN WORK AREA GROUNDS
- Q6 PAINT FACILITIES OR WORK AREAS